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AGREEMENT

between

Ewing Township Board of Education
THE BOARD OF EDUCATION OF THE TOWNSHIP OF EWING

and

THE EWING TOWNSHIP SUPERVISORY COORDINATORS ASSOCIATION

covering the period from

July 1, 1986 through June 30, 1988

ARTICLE I - RECOGNITION

The Board of Education recognizes the Association as the exclusive representative as defined in Chapter 123 aforesaid Laws of 1974 for:

All Supervisory Subject Matter Coordinators
Supervisory Coordinator of Title I/Supplemental Programs

but excluding:

All other supervisory, executive personnel and any other category of employees.

ARTICLE II - NEGOTIATIONS PROCEDURE

The parties agree to enter into collective negotiations for the purpose of determining terms and conditions of a successor agreement in accordance with applicable laws of the State of New Jersey and appropriate regulations of the Public Employment Relations Commission.

ARTICLE III - GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1 - Supervisory Coordinators, with or without a representative, shall take up the grievance or dispute with the District Coordinator and/or the Supervisory Coordinator's immediate supervisor within ten (10) days of its occurrence. The District Coordinator and/or the immediate supervisor shall then attempt to adjust the matter and shall respond to the employee (or his/her representative) within five (5) working days.

Step 2 - If the grievance has not been settled, it shall be presented in writing by the employee (or his/her representative) to the Superintendent of Schools within three (3) working days after the District Coordinator's and/or the Supervisory Coordinator's immediate supervisor's response is due.

Step 3 - If the grievance still remains unadjusted, it shall be presented by the employee (or employee's representative) to the Board of Education in writing within three (3) days after the response of the Superintendent of Schools is due. The Board of Education shall respond in writing to the employee (or the employee's representative) within one (1) month and ten (10) days. The decision of the Board of Education shall be final and binding.

Failure at any step to communicate the decision on a grievance with the specified time limitations shall constitute acceptance of a grievance as sustained. Failure to appeal within the specified time limitations from an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

ARTICLE IV - SICK LEAVE

Reimbursement for unused sick leave - Supervisory Coordinators who retire after completing fifteen (15) years in Ewing Township shall receive \$35.00 per day for all unused accumulated sick leave to a maximum of \$5,500.

ARTICLE V - INSURANCE PROTECTION

The Board shall provide health care insurance protection consisting of the New Jersey State Health Benefits Program. For supervisory coordinators enrolled in the various available insurance plans the Board shall pay the full premium.

In addition the Board shall offer a \$1.00 co-pay prescription drug plan with a company selected by the Board.

That effective September 1, 1982, the Board shall provide the IB Dental Plan, New Jersey Dental Service Plan, Inc. covering the Supervisory Coordinator and his/her family dependents when appropriate.

As of July 1, 1984, subject to approval by carrier, Ortho II Family Plan, orthodontic benefits for both adults and children (children covered to age 19, student-child to age 23) shall be included in the present New Jersey Dental Service Plan, Inc.

All insurance benefits shall be provided by the Board at the prevailing rate.

In no case will a person receive double coverage under any available insurance plan.

3.

For each supervisory coordinator who terminates employment with the Board, the Board of Education shall make payment of insurance premiums for the State Health Plan for two (2) full months beyond termination date.

ARTICLE VI - SALARY

The Board of Education will provide for 1986-1987 a salary range for Supervisory Coordinators of \$40,450 to \$42,580 (4 @ \$40,450 and 2 @ \$42,580.)

The Board of Education will provide for 1987-1988 a salary range for Supervisory Coordinators of \$43,150 to \$45,280 (4 @ \$43,150 and 2 @ \$45,280.)

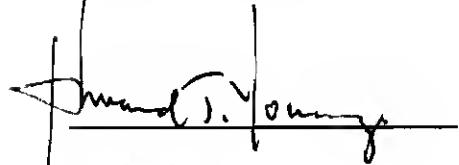
ARTICLE VII - HOLIDAYS

The work schedule for the Winter Recess, New Year's and the Spring Recess will be the same schedule as provided the Ewing Township Administrators Association.

ARTICLE VIII - TERM AND DURATION

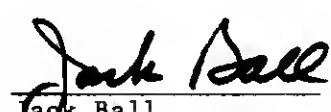
This agreement shall be in effect as of July 1, 1986 and shall continue through June 30, 1988.

The Ewing Township Supervisory
Coordinators Association


Donald J. Morgan
President

9/16/86
Date

The Board of Education of the
Township of Ewing, Mercer
County


Jack Ball
President

8/25/86
Date

Secretary

9/16/86
Date

Dr. J. Bruce Morgan
Business Administrator/
Board Secretary

3/25/86
Date